

Sexual Harassment and Hazing Contract

The NFHS (National Federation of State High School Associations) recommends that all students, faculty and staff read, review, and sign the following document for the following reasons:

1. To understand what constitutes sexual harassment and hazing
2. To show the seriousness of sexual harassment and hazing
3. To give tips on how to monitor for and avoid sexual harassment within our school

Hazing or harassment by any name is wrong! Anyone who witnesses or hears about a form of harassment can and should report it. Allegations of harassment may be the result of words, physical contact, email, or other unwelcome verbal or non-verbal communication.

Definitions:

- **Sexual Misconduct:**
Sexual Misconduct covers a wide spectrum of inappropriate behavior. Individuals who engage in sexual misconduct may be subject to disciplinary action at school and in a court of law.
- **Sexual Harassment:**
Sexual Harassment is a form of gender discrimination that consists of unwelcome verbal, electronic, or physical interaction between two or more people. Harassment can happen between people of the same gender or people of different genders.
- **Hazing:**
Hazing is any action or activity which inflicts physical or mental harm or anxiety, or which demeans, degrades or disgraces a person, regardless of location, intent or consent of participants.

(Source: Employment Practice Group, 2000, RI)

All of the following are forms of harassment which create a hostile environment:

- Sexual propositions communicated via email, by cell phone, or in person
- Verbal expressions of a sexual nature including comments about hair, dress, physical appearance, or sexual activity
- Sexually suggestive jokes, innuendoes, sounds, gestures, or leering
- Anecdotes, questions, or comments about sexual activities
- Voyeurism (peeping tom)
- Excessive or inappropriate physical contact
- Use of sexually suggestive objects, articles, pictures, or other materials
- Deliberate indifference by supervisory personnel in responding to allegations of harassment

Who can report hazing or harassment?

- A victim
- A person who witnessed the incident
- A third party who may not have witnessed the event, but hears about it

Whom can you talk to about hazing and harassment?

- A parent
- A coach
- A teacher
- The administration
- ANYONE you trust

***The question is not
whom you tell, but
that you tell someone.
Your actions make a
difference!***

10 recommendations for preventing sexual harassment in schools and athletic programs:

1. Teachers, staff, and students should never use explicit language or tell sexually explicit jokes in the presence of students.
2. Teachers, staff, and students should never display or show sexually explicit pictures or materials.
3. Teachers and staff should avoid engaging in personal conversations, both in person and on the phone, with students.
4. Teachers and staff should avoid sending excessively personal letters, cards, emails or gifts to students.
5. Teachers and staff should avoid commenting on physical appearance, including manner of dress.
6. Teachers and staff should avoid to the greatest extent possible physical contact with or touching of students.
7. Teachers and staff should avoid giving students rides home alone or even in groups when only one student will remain in the car alone with the adult.
8. Teachers and staff should never plan unchaperoned trips.
9. Teachers and staff should avoid off-school-property meetings or interactions...especially in the home of the student or adult.
10. Teachers and staff should never date students under any circumstances.

(Source: Dr. Lee Green, Baker University, Sportslaw Publishing .com/slpnewsl.htm)

As in all matters, we as Christians must look to God's Word as the standard by which we should live. Paul, through the inspiration of the Holy Spirit, brings out a beautiful truth in 1 Corinthians 6:18-20, "Flee from sexual immorality. All other sins a man commits are outside his body, but he who sins sexually sins against his own body. Do you not know that your body is a temple of the Holy Spirit, who is in you, whom you have received from God? You are not your own; you were bought at a price. Therefore honor God with your body." Our bodies are not our own. They should be valued as a sacred place where God himself dwells. They are to be used to glorify God by our words and our actions, by the way we speak about and treat others, and by how we thank and praise Him for His innumerable blessings!

I have read through the Sexual Harassment and Hazing Contract and understand the severity of these crimes. I also understand that California Lutheran High School has a legal obligation to investigate any and all forms of sexual harassment and hazing to ensure a safe environment for our students.

Please sign and date on the appropriate lines below.

Parent (Guardian): _____ Date: _____

Parent: (Guardian): _____ Date: _____

Student/Athlete: _____ Date: _____

Teacher/Staff: _____ Date: _____